



REQUEST FOR ASSISTANCE (RFA) FORM INTAKE INTERVIEW LOG

<u>Date:</u> 1.22.19	<u>Interviewer:</u> CM	RFA # 19-11
<u>Name of Person(s) Requesting Assistance:</u> [REDACTED]		
<u>Contact Numbers (telephone, e-mail, etc.):</u> [REDACTED]		
<u>Requested Assistance Pertaining To (name, position, policy, project, etc.):</u> [REDACTED]		
<u>Contact Numbers (telephone, e-mail, etc.):</u>		

To the best of your knowledge, please fill out the following:

Interviewee Status: ☒ Male ☐ Female ☐ Other :
 ☒ He/Him/His ☐ She/Her/Hers ☐ They/Them/Theirs ☐ Other :
 ☐ Administrator ☐ Faculty ☐ Staff ☒ Student

Concern Regarding: ☐ Male ☒ Female ☐ Other:
 ☐ He/Him/His ☒ She/Her/Hers ☐ They/Them/Theirs ☐ Other :
 ☐ Administrator ☐ Faculty ☐ Staff ☒ Student
 ☐ Other:

Category: *(Please check at least one)*

- | | | | | |
|--|---|---|-------------------------------------|--|
| <input type="checkbox"/> Age | <input type="checkbox"/> Color | <input type="checkbox"/> Creed | <input type="checkbox"/> Disability | <input type="checkbox"/> Veteran Status |
| <input type="checkbox"/> Marital Status | <input type="checkbox"/> National Origin | <input type="checkbox"/> Race | <input type="checkbox"/> Religion | <input type="checkbox"/> Retaliation |
| <input type="checkbox"/> Sex/Gender | <input checked="" type="checkbox"/> Sexual Harassment | <input type="checkbox"/> Sexual Orientation | <input type="checkbox"/> Employment | <input type="checkbox"/> Genetic Information |
| <input type="checkbox"/> Gender Identity or Expression | | | | |

Time Line		
Date	Item	Comments
1.22.19	[REDACTED] came to the EO Office with Jacob from the DAC	<p>[REDACTED] came to the office with Jacob from the DAC. They said they wanted to discuss a "hypothetical" with CM. Without [REDACTED] going into any factual details, CM was able to get the impression that [REDACTED] concern related to an allegation, he maintains a false allegation, of sexual assault that was made publicly against him by a female he indicated was a Western student, but did not provide a name.</p> <p>[REDACTED] indicated that as a result of the allegation, he losing his church, his counselor, and his community. He was very distraught and emotional</p>

		<p>throughout the conversation- at times being unable to speak at all.</p> <p>CM indicated she was concerned for [REDACTED] and asked him if he had engaged with the counseling center. [REDACTED] indicated he had just come from there and they had not been able to help him. Both CM and Jacob asked [REDACTED] a number of times if he was going to hurt himself, and [REDACTED] indicated he was not, and though he has had suicidal ideations in the past, since he has been diagnosed and properly medicated for ADHD, he is able to handle situations better. [REDACTED] expressed concerns about going to prison and people, referencing members of his family, believing he is a rapist.</p> <p>CM explained in general terms what the EO office does. CM explained that we do not take complaints anonymously, and that everyone is entitled to due process in the event of a formal complaint. CM explained if there was a complaint filed, he would be the first person to be informed and would be provided a full opportunity to hear what the other individual shared and provided an opportunity to respond and provide evidence to support his position. [REDACTED] expressed concerns relating to the low standard of proof, saying "one well placed lie" would be enough. CM explained that the EO office considers all relevant evidence. CM explained that credibility can be a factor, and that there are specific factors the EO office can consider when making a credibility determination. CM explained the EO office serves as a neutral, impartial fact finder when investigating formal complaints.</p> <p>CM also explained the difference between the administrative process and the criminal process. CM explained that even if there was an investigation and a finding, the sanction from the university would never include incarceration- any jail or prison time would come from an entirely separate criminal investigation with law enforcement and a prosecution.</p> <p>Both CM and Jacob encouraged [REDACTED] to seek help from a counselor.</p> <p>[REDACTED] expressed a number of concerns that fell outside of the EO office's jurisdiction or control- often related to his church and the loss of his community there.</p> <p>CM tried as best she could to explain the resources she could connect him to on campus, and indicated she would speak with SGS and follow up with him soon.</p> <p>CM asked [REDACTED] when he would be available to come meet with her and SGS and he indicated his Thursdays were open.</p> <p>CM offered to provide [REDACTED] a hard copy of the discrimination complaint procedure, but [REDACTED] said he would rather have it in digital form, so CM said she would email it to him following their meeting.</p>
1.22.19	CM email to [REDACTED]	Following meeting, CM emailed [REDACTED] a copy of the Discrimination Complaint Procedure and offered the meeting time of Thursday, 1.24.19 at 3:00
1.23.19	[REDACTED] email to CM	[REDACTED] email to CM saying he could not meet on Thursday and asked for a meeting today (1.23) if possible given his mental state. [REDACTED] indicated he had an emergency counseling session at 4 on 1.23. [REDACTED] repeated a number of his concerns that he had shared in person in the email.
1.23.19	[REDACTED] email to CM	[REDACTED] email to CM expressing that he needed to meet sooner rather than later.

		<p>█████ indicated he had lost his critical infrastructure because of the things his ex was saying. █████ email expressed challenges and concerns he was having relating to feeling like he lost his church and community as a result of his ex's post. █████ email covered a wide range of topics and clearly showed he was in distress.</p>
1.23.19	<p>█████ met with SGS, CM and DN in the EO Office</p>	<p>SGS expressed that posts that target an individual could be considered harassment, and that EO could ask the person (if identified) to come in and ask her to stop the conduct as part of an informal resolution. SGS indicated when there is a formal complaint- everyone is entitled to due process. SGS explained that if a person were to come to EO to file a complaint, the person who was the subject of the complaint would be informed right away. SGS told █████ that no one has accused him formally.</p> <p>SGS indicated there were no allegations or complaints or concerns from the person █████ identified as █████ about him in this office. SGS explained that if there were any, he would be informed. The EO Office's job is to investigate fairly and neutrally and base the finding on a preponderance of the evidence reviewed.</p> <p>SGS explained that we don't have control over outside institutions, like a church. SGS encouraged █████ to discuss the loss of his church with his counselor. She said DAC can work with █████ talk about academics and accommodations and talk about professors and get help and support- █████ said he would be ok with that. SGS said she would call John at DAC and ask John to reach out to █████ She encouraged █████ to work with a counselor and indicated we would connect with █████ early next week.</p> <p>█████ informed SGS, CM and DN that he broke up with his girlfriend last March. █████ said on October 5th, the same day Kavanaugh was approved for the Supreme Court- she used the hashtag from that on an Instagram story. █████ said he saw a screenshot that his friend █████ showed him on the night of the 5th. █████ said he works at the █████ and █████ had been calling him the whole time he was on his shift. When he got home at 11, she prefaced the screenshot by telling him that no matter what, she was on his side.</p> <p>█████ said his ex had 850 followers. █████ said █████ had talked to his ex, and she confirmed the post was meant to implicate him, even though his name was not used. █████ said he lost his faith, his Church.</p> <p>█████ said people keep asking him why he is sad or angry. █████ said he can't cool off. █████ said he arranged so he could leave work- and people would ask him why, but he doesn't feel like he can tell them. █████ said he knows he doesn't owe them anything- but he doesn't want people to speculate and find out from someone else. █████ said he was predisposed to be at a loss. █████ said his sister thinks he is a rapist and that society failed him.</p> <p>█████ said his ex's entire identity is grounded in being right- and if she is not right, everyone else is wrong. █████ said he was on to bigger and better things, but that he spent most of October huddled up in his room.</p>
1.24.19	<p>█████ Email to CM</p>	<p>█████ email to CM thanking her for her help yesterday, and indicating that losing 90% of his support infrastructure put him in "free fall." █████ indicated it was difficult for him to internalize what was said during the meeting as a result.</p> <p>█████ asked that if his ex were to come go the EO office and make a complaint,</p>

		<p>if he could continue to send the EO office evidence. [REDACTED] wrote "I received a good amount of texts from [REDACTED] last night, and it eases my mind knowing that they're in your hands. It is alleviating to know that no matter what, [REDACTED] can only come up with lies. If you guys already have my evidence ready to go if she reports, it kind of feels like she has less control over my life. It's still not entirely in my hands, but at least it feels like it's more in EOO's control than [REDACTED] I'll know that you guys, regardless of what she presents, are at least able to access the truth and make an effective assessment with no barriers."</p>
1.25.19	CM email to [REDACTED]	<p>CM wrote an email to [REDACTED] CM wrote "As both Sue and myself have told you, and the policy I provided shows, if an individual files a formal complaint with the EO Office, one of the first things that happens is the respondent (the person who has been accused in the allegations) is informed of the allegations. At that point, the respondent has the opportunity to fully respond and provide whatever evidence they have in support of their position. The EO Office serves as a neutral, impartial, fact finder. The EO Office does not preemptively collect or hold information or evidence before a complaint is filed. You are welcome to personally hold on to any notes, documents, or photos you would like so that if there is a complaint you may easily access them to provide, but prior to a complaint being filed the EO Office does not collect that information, as there is no investigation.</p> <p>I know John with the DAC either has, or will be reaching out to you- I would encourage you to work with him, your counselor, and university based resources to ensure your academic success while you navigate these challenges."</p>
1.25.19	CM phone call to [REDACTED]	<p>CM phone call to [REDACTED] CM told him that she had just emailed him. CM asked if [REDACTED] had any questions about the Email. [REDACTED] expressed understanding and thanked CM for the call. [REDACTED] indicated he was working with the DAC.</p>
1.25.19	[REDACTED] email to CM	<p>[REDACTED] email to CM. [REDACTED] thanked CM again for the follow up and indicated his email was "probably going to sound like" he was just "being obsessive again." [REDACTED] went on to ask "So even if I have proof that [REDACTED] lied to defame me, and it has obviously adversely affected my psyche and well-being, there's no repercussions or reparations to be had? Or does an "informal investigation" entail some sort of applied justice? I'll be fine eventually with the support of my counselors (hopefully), but I've gone through a lot of pain because of this. It haunts me." [REDACTED] also wrote, "[REDACTED] making her accusation the day Kavanaugh clinched his seat, took advantage of a wave of public hate towards white men who are in power and then directed that towards me. Is that punishable? If not, I would make an argument that the university is actively <i>incentivizing</i> false accusers. They can do it, and still get off relatively easy."</p>
1.28.19	CM phone call to [REDACTED]	<p>CM phone call to [REDACTED] No answer. CM left VM.</p>
1.28.19	[REDACTED] call to EO	<p>[REDACTED] phone call to EO after CM had left for the day- left VM on line.</p>
1.29.19	[REDACTED] call to EO	<p>[REDACTED] called EO Office. CM spoke with him. CM explained again what the EO office could do, if he wanted to proceed with an informal resolution or formal complaint. CM assured [REDACTED] again, that if there was a Complaint filed against him, he would be informed right away and have a full opportunity to respond. CM reminded [REDACTED] that the EO office is a neutral, impartial fact finder and does not represent either party in investigations. [REDACTED] said he was dealing with some mental health issues, which may have exacerbated his stress level associated with the situation. CM encouraged [REDACTED] to continue working closely with the DAC and his counselor.</p>
		RFA closed

